

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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Director

Division of Wage
Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1999-0316

Revision No.: 5

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NATIONWIDE. This wage determination applies in the continental U.S. only.

****Fringe Benefits Required Follow the Occupational Listing****

Employed on contract for maintenance and modification of weapons system aircraft, and support systems at Government Installations for Contractor Field Teams (CFT) only.

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

General Clerk I	7 .85
General Clerk II	9 .12
General Clerk III	10 .94
General Clerk IV	12 .51
Production Control Clerk	17 .27
Scheduler, Maintenance	12 .36
Secretary I	12 .36
Secretary II	15 .28
Secretary III	16 .53
Secretary IV	18 .65
Secretary V	23 .79
Supply Technician	18 .65

Automatic Data Processing Occupations

Computer Operator I	11 .37
Computer Operator II	16 .11
Computer Operator III	17 .53
Computer Operator IV	17 .53
Computer Operator V	20 .97
Computer Programmer I	17 .26
Computer Programmer II	18 .44
Computer Programmer III	25 .23
Computer Programmer IV	27 .62
Computer Systems Analyst I	24 .82
Computer Systems Analyst II	27 .62

Computer Systems Analyst III	27 .62
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Automotive Service Occupations

Automotive Worker	14 .86
Mobile Equipment Servicer	14 .59
Motor Vehicle Mechanic	17 .79
Motor Vehicle Mechanic Helper	13 .70
Painter, Automotive	15 .11

Material Handling and Packing Occupations

Material Coordinator	16 .20
Shipping/Receiving Clerk	12 .00
Stock Clerk (Shelf Stocker; Store Worker II)	12 .75
Tools and Parts Attendant	13 .08
Warehouse Specialist	13 .73

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	20 .75
Aircraft Mechanic Helper	14 .08
Aircraft Quality Control Inspector	21 .59
Aircraft Servicer	15 .60
Aircraft Worker	16 .33
Electrician, Maintenance	19 .80
Electronics Technician, Maintenance I	12 .80
Electronics Technician, Maintenance II	19 .53
Electronics Technician, Maintenance III	22 .13
Heavy Equipment Mechanic	18 .47
Machinery Maintenance Mechanic	17 .79
Machinist, Maintenance	17 .79
Painter, Aircraft	17 .38
Rigger	17 .79
Sheet-Metal Worker, Maintenance	17 .79
Welder, Combination, Maintenance	17 .79
Woodworker	13 .03

Technical Occupations

Engineering Technician I	10 .36
Engineering Technician II	13 .02
Engineering Technician III	16 .25
Engineering Technician IV	19 .53
Engineering Technician V	24 .76
Engineering Technician VI	33 .84
Technical Writer	27 .51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming

process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.